

# Facial Recognition Software Working Group—TBD

## 3-6 months

Review current facial recognition technology uses

Evaluate potential implicit bias from FRT

## 6-12 months

Develop framework for recommendation based on findings

## Beyond 12 months

Present recommendation to Council

## Considerations

## Working Group Goals

The council will recommend the authority for officers to acquire and use facial recognition technology.

The Council shall recommend a plan to mitigate any implicit bias that results from the use of that technology.

# Body Worn Camera Working Group—Andrew Graham

## 3-6 months

Recommend BWC model policy  
Recommend policy for responding to PR requests for footage to include: response timeline, how and what footage to redact, length of footage retention and storage.

## 6-12 months

Present recommendations to council  
Must have adopted by 1/1/2021

## Beyond 12 months

N/A

## Considerations

## Working Group Goals

Adopt policy by 1/1/2021

The Council shall recommend a body worn camera model policy for use with law enforcement agencies and officers

The Council shall recommend policies for responding to public records requests for body camera footage, including timelines to respond, how and what footage should be redacted, length of footage retention and storage.

# Military Equipment Working Group—Ken Hawkins

## 3-6 months

Identify community member out-reach process

Gain feedback from all stakeholders

Compile feedback

## 6-12 months

Evaluate feedback

Formulate and present a statewide policy on LEO acquisition of military equipment

## Beyond 12 months

## Considerations

## Working Group Goals

After community involvement and feedback, the Council shall recommend a statewide policy on law enforcement officers acquisition of military equipment.

# Training/ Curriculum Review Working Group—Andrew Graham—CTP

## 3-6 months

Develop a timeline for curriculum review for immediate asks in S124

Develop a long term strategy for all curriculum

## 6-12 months

Review curriculum needs from S124

Develop a mechanism for continuous review and recommendation for changes

## Beyond 12 months

Continued evaluation of all curriculum

## Considerations

## Working Group Goals

Review all existing curriculum

Immediate areas of focus to include areas from S124

Responsibility of the TAC?

# Field Training Working Group—Ken Hawkins

## 3-6 months

Evaluate current FTO program  
Research alternative FTO programs

## 6-12 months

Recommend to the Council any changes to current FTO program

## Beyond 12 months

Continuously evaluate FTO program for effectiveness and high standards

## Considerations

## Working Group Goals

Examine and Develop the current FTO program to create a process that is reflective of the high standards necessary for LEO's to obtain in the State of Vermont.

# Entrance Testing Requirements Working Group—Lindsay Thivierge

## 3-6 months

- Pause current written exam
- Identify 3+ vendors
- Select and implement new test

## 6-12 months

- Pause current MMPI-2
- Identify 3+ vendors
- Select and implement new test

## Beyond 12 months

- Collect current rower data
- Evaluate PT options
- Select and implement selected PT option
- Develop a PT plan for L II

## Considerations

Continuous evaluation of new standards for entry into the Vermont Police Academy.

## Working Group Goals

Online written exam—relevant, contemporary, and with as few biases as humanly possible.  
Test administered by an outside vendor—proctored properly and securely  
Psychological Profile assessment also online and secure  
Council shall approve three or more tests that are deemed credible and allow agencies to administer directly online  
PT standards evaluation to include Level II

# Advanced Training Working Group—Ken Hawkins—CTP

3-6 months	6-12 months	Beyond 12 months
Identify current higher level training courses  Survey stakeholders for what is wanted/needed	Research and develop course options to present to the TAC	Continuously evaluate and develop advanced trainings.

Considerations

Working Group Goals
Examine higher level training courses to be developed and implemented for Agency Heads and Leaders in the Law Enforcement Community. Senior staff will discuss and develop, under an advanced training matrix, courses for advancement to include: culture, historical bias, and social media liability. Anything above and beyond what is currently offered.

# Tactical Medical Working Group—TBD

## 3-6 months

Evaluate Vermont high threat response scenarios

Identify trainings needed and current offerings

Identify medical components

## 6-12 months

Work with stakeholders to develop medical training needs for each scenario

Develop trainings to incorporate tactical medical objectives

## Beyond 12 months

Continuous evaluation and development of Vermont LEO needs

## Considerations

## Working Group Goals

The working group will address training of law enforcement officers in high-threat scenarios and critical incidents to incorporate effective and safe emergency medical care procedures



# Council Rules Working Group—H.S., C.T.P., L.T.

## 3-6 months

Review Council Rules and change them to reflect current Council needs

## 6-12 months

Review policies and procedures that will impact operations and training for law enforcement

Recommend procedures and processes for legislature and overall mission

## Beyond 12 months

Evaluate state of rules and develop mission statement that reflects Council and all stakeholders

## Considerations

## Working Group Goals

The working group reviews and amends council rules and existing Police Academy Policies that fail to address what is strategically important to effective law enforcement training and operations of the Vermont Police Academy.  
The group will recommend procedures and processes that ensure new legislation aligns with and addresses mission